

Environmental Compliance & Sustainability



GARMENTEC
WORK UNIFORMS





SUSTAINABLE DEVELOPMENT GOALS

Garmentec champions environmental & sustainable responsibility

Garmentec are committed to sustainability for our business, our suppliers and partners. To help demonstrate our environmentally sustainable practices we have developed policies, processes and goals to support our activities.

We are committed to environmentally respectful and sustainable operations, recognising and taking responsibility for our organisational practices and reducing our impact on our environment.

SIGNATORY: **CHRIS BALDRAN**
OPERATIONS DIRECTOR
GARMEN TEC GROUP
01 AUGUST 2023



Compliance & Sustainability



30 yrs in the work uniforms business

Garmentec are specialists in the design and manufacture of staff uniforms & technical clothing. For over 30 years we've been developing special relationships with our suppliers and customers, because it's not just business, it's a partnership.

It's that same energy we apply to minimising our environmental impact and maximising our business efficiency and sustainability practices.

Set out in this document are our Sustainable Development Goals, demonstrating our commitment to total environmental responsibility.

WORK UNIFORMS MANUFACTURE & SUPPLY SUSTAINABLE . ETHICAL . CLOTHING



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Start as we mean to go on

All our suppliers operate in accordance with our Code of Conduct, certifying their ethical, environmental and sustainable manufacturing processes.

We work with supply chain stakeholders that are internationally accredited gold standard with *SEDEX*, *Global Recycled Standard* and *Worldwide Responsible Accredited Production (WRAP)*.

Compliance & Sustainability



Tree(s) of Life

Garmentec are leading the way on the carbon neutral journey. We are proud to announce we have procured 17 acres of UK land, where we are planting over 44,000 trees. This environmental site is entirely owned and maintained by us.

We wanted to do more than purchasing carbon offset units, so we've invested in a genuine lifelong environmental sustainability programme of our own that literally means the earth to us.

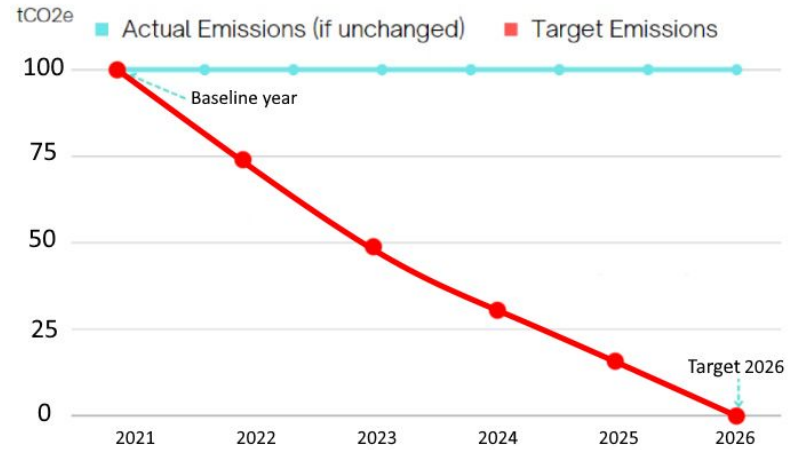
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



15 LIFE ON LAND



13 CLIMATE ACTION



Carbon Zero Footprint

Our goal is to be carbon neutral by 2026. Every step of our procurement, manufacturing and product delivery process is regularly assessed to help us focus on improving efficiencies within our business. Our greensite land and the wildlife upon it are a symbol of our commitment to environmental sustainability, ongoing for life.



Solar power is our future

Garmentec's electric power comes from 100% green energy. Our investment in a modern solar energy system means our business is 71% self-sustaining - a CO2 reduction of 34 tonnes - equivalent to planting 6,700 trees. The remaining 29% of our electric comes from renewable energy. Our smart sensor LED lighting system is just one way we're saving power.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



7 AFFORDABLE AND CLEAN ENERGY



Clean Energy Forever

Exclusively using renewable green energy, our business operates without the need for nuclear or coal derived power. Our solar power system enables us to contribute surplus clean energy back to the National Grid. The more we save, the more we share.



Health and our climate

Our business carbon reduction actions include provision of on-site electric vehicle charging points for staff. We also encourage use of green public transport, carpooling and cycling to work. We run a summer cycling club and offer a Cycle To Work scheme, which promotes a healthy lifestyle and helps reduce our carbon emissions.



Net Zero Delivery

Whether it's B2B or direct to customer, our local deliveries are undertaken by electric vehicles. Our couriers use EV's for urban deliveries, with long haul vehicles now using renewable biofuel. We assess the environmental impact, actions and policies of our shipping companies and choose to incorporate both our downstream and upstream into our carbon offset plan. Being that it makes up a large part of our annual 400 to 500 tonnes of CO₂, we consider this action our ethical and moral responsibility.



Recycle and Renew

Garmentec use reputable suppliers of fabric, clothing and other apparel who incorporate 100% recycled materials. Our commitment to coal-free manufacturing starts with our certified suppliers and continues through our entire process. Warm workwear is provided to our staff which has enabled us to reduce our heating thermostat. We also utilise water and electric saving devices - timed heaters and water flow restrictors.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



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17 PARTNERSHIPS FOR THE GOALS



Zero Waste to Landfill

Garmentec's waste disposal and recycling is managed by *Biffa*. Our dry mixed waste is recycled; general waste is incinerated to generate electric. We also offer an in-house recycling scheme where clients can recycle end-of-life clothing back into fabric. Our business consumables, such as raw materials like textiles and fabric roll ends, are donated free of charge to smaller local businesses and sole traders who also manufacture clothing.



Equality for All

Garmentec believe in equality, diversity and inclusion for all. Our goal is to ensure our staff receive the same fair and unbiased treatment regardless of ethnicity, disability, gender or assumed gender identity. We value an inclusive environment where employees feel respected, valued and are capable of bringing their unique skillsets.



3 GOOD HEALTH AND WELL-BEING



10 REDUCED INEQUALITIES



5 GENDER EQUALITY



Inclusive, not exclusive

As set out in our *Equality, Diversity and Inclusion Policy*, our aim is to create and maintain a positive working environment where everyone feels included and valued; where equal training, career opportunities and personal development is available to all. Garmentec actively and proudly employ individuals from a board range of ethnic, religious and geographic backgrounds.



Charity starts at Home

Garmentec donate new clothing to local charities whose work benefits less privileged individuals in our community. Notably, Garmentec donated a large volume of clothing to local charity *New Hope Community Church*, who home and clothe victims of domestic abuse. We also donated thick warm winter coats to Sheffield help-the-homeless charity, the *Salvation Army*.

2 ZERO HUNGER



1 NO POVERTY



17 PARTNERSHIPS FOR THE GOALS



Community is our commitment

Partnering with local charities and activity groups enables us to give back to our community. From litter picking initiatives to sponsoring local conservation projects, Garmentec recognise the value of improving and regenerating the environment for people that use it.

ENVIRONMENTAL SOCIAL GOVERNANCE PLAN

I. Environmental (E):

Sustainable Sourcing:
Garmentec are committed to sourcing from environmentally responsible suppliers. We prioritise the use of sustainable fabrics and materials in our manufacturing processes.

Energy Efficiency:
Implement energy-efficient technologies in our production facilities. Evaluate and invest in renewable energy sources to power our operations.

Waste Reduction:
Continue to reduce business waste by expanding recycling programs within our facilities. Encourage the use of eco-friendly packaging materials for both our suppliers and customers.

Water Conservation:
Monitor water usage and implement water conservation measures. Explore technologies and practices that minimise water consumption in the manufacturing process.

Carbon Footprint Reduction:
Further reduce our carbon emissions across our staff and supply chain. Develop a carbon offset program and explore initiatives that contribute to environmental conservation.

II. Social (S):

Workplace Diversity and Inclusion:
Foster a diverse and inclusive workplace culture that values all employees.

Fair Labour Practices:
Ensure fair wages, reasonable working hours, and safe working conditions for all employees. Regularly audit and assess our supply chain to ensure compliance with ethical labour standards.

Community Engagement:
Explore potential partnerships with local organisations and charities to contribute to community development.

Employee Well-being:
Offer educational and career development opportunities for personal and professional growth.

Supply Chain Responsibility:
Collaborate with suppliers who share our commitment to ethical and social responsibility. Regularly assess and audit suppliers to ensure compliance with our social standards.

III. Governance (G):

Ethical Business Conduct:
Uphold high standards of business ethics and integrity.

Transparency & Accountability:
Provide transparent reporting on ESG initiatives and performance. Establish a system for regular internal and external audits to ensure accountability.

Board Equality:
Ensure our Board has a balanced range of perspectives and experiences to promote a culture of accountability and responsible decision-making at the leadership level.

Stakeholder Engagement:
Regularly engage with stakeholders, including customers, employees, and investors to gather 360 feedback and address concerns. Communicate ESG initiatives and progress through various channels.

Conclusion: Garmentec is committed to continuously improving our ESG performance, aligning our business goals with sustainable practices, social responsibility and strong governance. This plan serves as a foundation for our journey toward a more environmentally friendly, socially responsible and ethically governed business. We will regularly review and update our ESG initiatives to adapt to evolving standards and best practices.